

DISTRICT UPDATES

Mr. Rajner reminded the Committee and Staff, that **Phoebe Francois** resigned from the Diversity Committee, due to being appointed as a Magistrate Judge.

Dr. Blasik welcomed the three new Diversity Committee Members: **Mariah Brown**, North Area Student Representative; **Shevrin Jones**, appointed by **Ann Murray**; and **Coral Pusey**, appointed by **Kevin P. Tynan, Esq.**

Mr. Rajner requested a moment of silence for Denise King, mother of Simmie Williams, Jr. She passed away on New Year's Eve 2009. **Mr. Joseph** requested another moment of silence for the ailing brother of **Ernestine Price**, Diversity Committee Member.

Dr. Blasik informed the Committee that Policy 1.5 is scheduled to go for the second reading at the January 12, 2010 School Board Meeting.

DEMONSTRATION OF DIVERSITY COMMITTEE ONLINE CALENDAR, Latricia Lauture

The Diversity Committee Online Calendar was developed and placed on the Broward Schools' Diversity & Cultural Outreach Department's website (www.broward.k12.fl.us/diversity/) to provide Diversity Committee Members, School Board Members, District Staff, and the public easy and up-to-date access to the Committee's meeting materials and resources for the appointed year.

Users can click on the Calendar link and access information from past, present, and future meetings and events. The expectation is that this new process would eliminate paper copies for Diversity Committee members who prefer to access information electronically.

Ms. Lauture demonstrated the ease by which users will view and download information, such as: meeting agenda, powerpoint presentations, and other meeting materials to be distributed and/or discussed at a particular meeting. Reports and Diversity Committee minutes would not be accessible until approved by the Committee. **Dr. Blasik** stated the website will include Diversity Committee attendance records and information from subcommittee meetings.

Mr. Rajner informed Staff that while on Broward County School Board property, the Committee is unable to access the Internet. He said **Mr. Notter** denied his request for Diversity Committee members to be granted access to the School Board Internet. **Mr. Rajner** feels this would help the Committee a great deal. **Ms. Jusevic** commented that their laptops might need to be configured. **Dr. Blasik** said Staff would look into the issue.

Dr. Blasik reminded the Committee that the Online Calendar materials would be in addition to the hard copies that are distributed. She stressed that anyone still wanting paper copies would receive them and those that decline will not. **Dr. Blasik** said an update would be given regarding any new revisions at the February meeting.

Mr. Foulkes thanked Staff for developing the Calendar and said it had been a long time coming. He encouraged members to email community meetings and events to Staff, so that the information can be added to the calendar accordingly. **Mr. Fleischer** wanted to know when the entire month's

meetings would be added to the Calendar. **Dr. Blasik** responded the Calendar would be updated by the February Diversity Committee meeting. Users will have the ability to access information as far back as January 2009.

PRESENTATION: DRAFT OF THE PROPOSED DIVERSITY COMMITTEE PROCESS, GUIDELINES, PROTOCOL, Nancy Weintraub

Ms. Weintraub thanked **Ms. Jusevic** for sharing information from District Advisory Council (DAC), which served as a template to align the Diversity Committee with other committees in the District. **Ms. Weintraub** explained various sections of the proposal.

Mr. Foulkes asked how the public would be affected if a Diversity Committee meeting is cancelled after twenty minutes for a lack of quorum. All meetings are publically announced to allow community participation. **Ms. Weintraub** responded if quorum (50% plus 1) has not been reached, the Chair has no choice but to cancel the meeting.

Mr. Rajner made the following recommendations:

- Page 1, MEMBERS, fourth bullet: clarify Policy 1.7. He said based upon State Statute, a member cannot be prohibited from exercising their voting rights if they failed to attend orientation. He suggested the Committee send a motion to the School Board requesting the revision of Policy 1.7 making it mandatory for new members to complete orientation prior to participating in a Diversity Committee meeting.
- Page 3, first bullet: Instead of stating a one (1) year office term, word it in a way that indicates that Subcommittee chairs will remain in office until the Diversity Committee sunsets and will begin anew once the new cycle begins.
- Page 4: Add a line for the maker of the motion and another for the person who seconded.

Mr. Rabinowitsch clarified that the second bullet under MEMBERS should read: *The Student Advisor to the School Board shall appoint one student designee from each Area of the District. The Student Representative's designees shall serve until the end of the Student Representative's term, which aligns with the academic calendar.*

Mr. Foulkes asked what steps could the Committee take in order to ensure that the District recognize and identify excused absences, thereby, minimizing the number of members that are automatically removed due to three consecutive or four total absences in a calendar year. **Ms. Weintraub** reminded the Committee that historically the District has not recognized excused absences. **Ms. Jusevic** indicated that the North Area Advisory, along with a few other committees have a provision in their By-Laws regarding excused absences. She suggested the Diversity Committee incorporate excused absences into its By-Laws and submit the revision to the School Board for approval.

The Committee gave consensus for **Ms. Weintraub** to incorporate the recommended changes to the Proposed Diversity Committee Process, Guidelines, and Protocol document, before presenting it again to the Committee for their approval.

UNFINISHED BUSINESS

DIVERSITY COMMITTEE RESPONSE TO THE 2008-2009 CCC ANNUAL STATUS REPORT, Dr. Katherine Blasik and Jack Ciminera

The revised Report reflects all changes approved by the Ad Hoc Annual Report Subcommittee on October 22, 2009. Additionally, the original watermark has been changed to the Diversity Department's symbol, data tables were consolidated to the Diversity Committee's specifications, numbers were switched out to show bullets, and cleaner maps were added. The changes made to the document were completely structural and the document content has remained the same.

Mr. Ciminera brought to the Committee's attention the fact that the data percentages represented in the conclusion of page three, do not match the summarized text or what is in the table. This is a direct result of taking out the N/A indicators. Percentages were adjusted to account for the new denominator. The Committee provided consensus for **Mr. Ciminera** to add the statement: "Percentages shown are not what is reflected in the table because N/A was not included in the calculations."

After discussion, the Committee recommended the following changes to the CCC Settlement Agreement Status Report 2008-09:

- Cover, bottom of page: Amend *January 2009* to say January 2010
- Page 7, second bullet: Change the word *Between* to *Among*
- Page 10, item 1, line 13: Reword *in all students* to say *to all students in*
- Page 12, paragraph 3, line 2: Change the word *small* to *narrow*

MOTION by Ms. Jusevic, 2nd by Mr. Rajner: "That the limitations and strength be placed in the appendix as an addendum to the Response by the Diversity Committee to the CCC Settlement Agreement Status Report 2008-09."

Passed 18-0

MOTION by Mr. Gazzano, 2nd by Ms. Luster: "To adopt the Response by the Diversity Committee to the CCC Settlement Agreement Status Report, 2008-09."

Passed 18-0

SUBCOMMITTEE REPORT

SITE VISITATION, Bapthol Joseph

Mr. Joseph announced that the Subcommittee has finally approved the revised Site Visitation Instrument. The Instrument will first be sent to ELT and the School Board for approval before being presented to the entire Diversity Committee for final approval. **Mr. Joseph** thanked **Dr. Blasik**, **Jack Ciminera**, and **Nancy Weintraub** for their assistance and for addressing all of the Subcommittees requests, which ensured their success. He commented that the revised Instrument is more user friendly.

NEW BUSINESS
ELECTIONS

Dr. Blasik presided over the election for Chair of the Diversity Committee. **Ms. Williamson** was asked to present the Nominating Committee’s recommendation. The Nominating Committee received resumes from three candidates. After due deliberation, the Nominating Committee recommended **Roland Foulkes**. **Dr. Blasik** invited nominations from the floor. **Mr. Joseph** nominated himself. **Mr. Rajner** nominated **Randy Fleischer**. **Mr. Rabinowitsch** nominated himself. Nominations were closed. Each nominee was invited to speak for two minutes. **Mr. Joseph** spoke first, followed by **Mr. Fleischer** and then **Mr. Rabinowitsch**. **Mr. Foulkes** was the last speaker.

Each Committee Member was given a paper ballot on which to sign their name after writing the name of the individual they chose. Members were instructed to fold their ballot and pass it to the front where Staff was seated. **Mr. Foulkes** received the majority of votes and was elected **Chair of the Diversity Committee**.

After a brief statement, **Mr. Foulkes** asked **Ms. Williamson** to present the Nominating Committee’s recommendation for Vice-Chair. There were none. **Ms. Williamson** invited nominations from the floor. **Mr. Rajner** nominated **Randy Fleischer**. **Mr. Joseph** nominated **Graham Rabinowitsch**. Nominations were closed. Members passed their folded ballots to the front where Staff was seated. **Mr. Foulkes** announced the results of the ballot count. **Mr. Fleischer** received the majority of votes and was elected **Vice-Chair of the Diversity Committee**.

Mr. Foulkes thanked **Ms. Williamson**, Nominating Committee Chair, **Ms. Jusevic**, **Ms. Luster**, **Ms. Price**, **Ms. Rogan**, and **Ms. Weintraub**, for their “stellar” work on the committee.

SUBCOMMITTEES

The following subcommittee categories were suggested:

SUBCOMMITTEE	MEMBERSHIP		
FIVE-YEAR CAPITAL PLAN	Graham Rabinowitsch*	TBA	TBA
ASSIGNMENT & REASSIGNMENT	Jeanne Jusevic	TBA	TBA
TEXTBOOKS	Raphael Lopez	Barbara Williamson	
	Marguerite Luster		
AP & HONORS	Raphael Lopez*	Catherine Owens	Graham Rabinowitsch
ATHLETICS & ACTIVITIES	Mariah Brown	TBA	TBA
MEDIA CENTERS	Randy A. Fleischer	TBA	TBA
STUDENT DISCIPLINE & SUSPENSION	Bapthol Joseph	Ernestine Price	
	Jeanne Jusevic	Coral D. Pusey	
	Marguerite K. Luster		
HIRING PRACTICES	Julian Gazzano	TBA	TBA

ESTABLISHED SUBCOMMITTEES & CHAIRS CONTINUED:

SUBCOMMITTEE	MEMBERSHIP		
SITE VISITATION	Randy A. Fleischer	Jeanne Jusevic	Barbara Williamson
	Patrick Jabouin	Marguerite K. Luster	
	Shevrin Jones	Catherine Owens	
	Bapthol Joseph*	Ernestine Price	
CCC RESPONSE REPORT	Randy A. Fleischer	Graham Rabinowitsch	
	Patrick Jabouin	Barbara Williamson*	
FACILITIES	Catherine Owens	TBA	TBA
POLICY REVIEW	Randy A. Fleischer	Graham Rabinowitsch	
	Jeanne Jusevic	Nancy Rogan	
DIVERSITY ISSUES	Graham Rabinowitsch	Nancy Rogan	
	Michael E. Rajner*	Suzanne Yach	

* Members that expressed interest in serving as Subcommittee Chair.

Mr. Fleischer recommended that the subcommittees focusing on the conditions of the CCC Settlement Agreement be combined in order to condense the number of subcommittees and avoid problems with staff coverage. He suggested they be combined in the following fashion:

- Textbooks, Technology, and Media Centers
- AP & Honors, Standards of Service, and Athletics & Activities
- Five-Year Capital Plan, Assignment & Reassignment, and Student Discipline & Suspension

Mr. Rajner made the recommendation that if subcommittees are combined, there should still be a point person for each individual subcommittee, who would be responsible for filtering ideas and keeping the subcommittee abreast of information. **Mr. Foulkes** agreed. Combined subcommittees would still focus on issues and concerns surrounding each individual subcommittee whenever they meet. The Committee gave consensus for the **Chair** and **Vice-Chair** to bring the suggested subcommittee groupings to the next Diversity Committee meeting.

2009 – 2010 DIVERSITY COMMITTEE GOALS AND CONCERNS

Mr. Foulkes reminded the Committee that for the December 2009 – November 2010, Diversity Committee term the priorities include: (1) review the Superintendent’s CCC Settlement Agreement Status Report 2009-2010, (2) write the Response to the Superintendent’s Report 2009-2010, and (3) resume school site visits. **Mr. Foulkes** invited Committee members to share additional concerns and/or goals they feel the Committee should focus on during the new term.

MEMBERS MADE THE FOLLOWING RECOMMENDATIONS:

Ms. Williamson suggested Committee members attend a workshop to better their group process skills, to minimize time spent verbally attacking one another. She knows the group is not vicious, but said they do not know how to operate. The training is not to be combined with Diversity Committee meetings.

Ms. Owens is concerned about the proliferation of Charter schools, which is possibly serving as a tool for segregating the student population. Public schools do not have access to resources available to Charter schools. She asked that the Committee put its focus here this year. **Mr. Foulkes** suggested the Committee invite someone from the Charter Schools Task Force and Department to address these issues.

Ms. Jusevic informed the Committee that they have not been discussing policy changes. She said whoever the representative is sitting on the Committee should keep the Diversity Committee abreast of what is going on. Although the Committee focuses on all students, policy change can directly impact certain student populations negatively. There has been no opportunity for the Diversity Committee to weigh in on policy change, or direct the person that is representing the Committee, in what they feel is appropriate discussion. **Ms. Jusevic** said the Committee needs a refresher course on Robert's Rules. She feels members should also be retrained on the motion processes (e.g. writing it, what to do with it, what can be discussed when a motion is on the table, etc.). **Ms. Jusevic** stated that although there are drivers beyond the Committee's control, the diversity issues surrounding boundaries should be looked at. The Committee has not dealt with boundaries for the past four years.

Mr. Jabouin asked how effective has the Committee been in ensuring that the recommendations made to the School Board, based on the results of school site visits, are being implemented. He said, with the exception of Boyd Anderson High, whose condition became publicized, no other school visited that had inequities and/or other issues were addressed in the same manner. **Mr. Jabouin** said he knows that recommendations are taken into consideration, but he is not certain what is done with the information thereafter.

Mr. Fleischer suggested the Superintendent's CCC Settlement Agreement Status Report be used to determine which schools were deficient and in what area. They can visit those schools to find out the discrepancies first hand and put a spotlight on the schools that need help, to make sure they get the help and are brought up to par.

Ms. Luster reminded the Committee that former Diversity Committee member, **Lina Gioello**, was a strong advocate for ESE issues at all levels. She asked that the Committee do their best to address them. **Ms. Luster** also asked that the Committee look into an existing policy that allows schools to withdraw sixteen-year old students based on poor academic achievement.

Mr. Jones asked that the Committee look into alternative suspension centers.

Mr. Foulkes asked that members forward any additional concerns and issues to Staff.

ANNOUNCEMENTS

Mr. Foulkes announced that The Broward Education Foundation, will be hosting its 13th Annual Impact II Idea Expo, Saturday, February 6, 2010, from 8:00 a.m. – 3:30 p.m., at Nova Southeastern University. A flyer and catalog was distributed.

January is Broward Diversity Inclusive and Community Month. The County Commission, Broward County School Board, and most of the cities in Broward County, have issued proclamations and/or

resolutions in recognition of the month. **Mr. Foulkes** encouraged Committee members to share the information with their organizations and within the community.

Mr. Foulkes stated that an initial organizational meeting would be scheduled prior to the February Diversity Committee meeting. The objective of this meeting is for him to meet with Subcommittee point persons and discuss their goals for the next year.

Meeting ended 8:30 p.m.

**The next meeting is scheduled for February 4, 2010 at 6:30 p.m.,
in the Board Room, Kathleen C. Wright Administration Building.**

These minutes are summarized and were recorded at the January 7, 2010 Diversity Committee meeting. If any Committee member or other interested party would like more detailed information as to the contents of this summary, contact the Diversity & Cultural Outreach Department at 754-321-2090.